



**Longcause Community
Special School**

HEADTEACHER ADVERT

Salary: Group 6, L21-L27 (£84,699 - £98,106)

Full-time, Permanent

Start Date: September 2026

Longcause Community Special School is a maintained special school for children and young people aged 4–16 with complex special educational needs, including autism, communication and interaction needs, and cognition and learning difficulties. Our school is recognised for its strong values, inclusive culture and highly relational, trauma-informed approach that places care, welfare, safety and security at the heart of everything we do.

At its most recent ungraded inspection in 2023, Ofsted confirmed that Longcause Community Special School continues to be a 'Good' school. Inspectors highlighted pupils' pride in their school, a calm and purposeful environment, strong relationships and high expectations that support pupils' learning, behaviour and wider development.

The Governing Board are seeking an exceptional, values-driven Headteacher to lead Longcause into its next chapter. This is a rare opportunity for an inspirational leader to build on an established, highly regarded provision and to continue to shape a school where relationships, trust and connection underpin outstanding practice.

At Longcause, we believe that all behaviour is a form of communication and that pupils flourish when they feel safe, understood and genuinely valued. Our practice is rooted in:

- A therapeutic, trauma-informed approach
- The principles of PACE (Playfulness, Acceptance, Curiosity and Empathy)
- Restorative and solution-focused behaviour support
- High expectations for achievement, well-being and independence

We provide a broad, personalised curriculum tailored to individual pathways, supported by strong multi-agency working, a dedicated Family Team and highly skilled staff who know our pupils exceptionally well.

The Role

The Headteacher will:

- Provide clear, strategic leadership and an inspiring vision tailored to a specialist educational setting
 - Champion inclusive practice, pupil voice and individualised pathways for learners with complex needs
 - Sustain and further develop a strong culture of safeguarding, well-being and positive relationships
 - Lead and continuously improve high-quality teaching, learning and curriculum design for pupils with SEND, autism and complex needs
 - Work collaboratively with staff, governors, families, the local authority and a wide range of external professionals
 - Manage resources and the school budget effectively to ensure long-term sustainability and value for money
 - Drive continued improvement in academic, social and emotional outcomes for all pupils
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The Successful Candidate Will Have:

Essential

- Qualified Teacher Status (QTS).
- A proven track record of successful senior leadership within a special school or specialist SEND provision.
- National Professional Qualification for Headship (NPQH), or currently undertaking NPQH with a clear commitment to completion.
- Extensive knowledge and understanding of communication and interaction needs, including autism and social communication differences.
- Demonstrable experience of leading provision for pre-verbal and minimally verbal pupils, including the effective use of AAC approaches.
- Proven experience of leading high-quality teaching, learning and bespoke curriculum design within a special school context.
- Significant experience of leading behaviour, wellbeing and inclusion within a therapeutic, trauma-informed framework.
- Strong, current knowledge of safeguarding and child protection, particularly in relation to pupils with SEND.
- The skills, confidence and emotional intelligence to lead, motivate and develop multidisciplinary staff teams.
- Experience of leading whole-school improvement priorities and evaluating their impact.

- A strong moral purpose, resilience and a commitment to improving outcomes for children and young people with SEND.

Desirable

- Additional specialist qualifications or training related to SEND (e.g. autism, speech and language, sensory integration, attachment).
 - Experience of budget leadership and financial management within a maintained school or trust.
 - Experience across multiple phases or key stages.
 - Experience contributing to local or wider SEND networks or system leadership activity.
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We Can Offer You:

- A highly skilled, committed and compassionate staff team
 - Pupils who are inspiring, unique and at the heart of all decision-making
 - A supportive and knowledgeable Governing Board
 - Strong partnership working with families and external agencies
 - Support from the Local Authority
 - The opportunity to lead a school with a clear ethos, strong values and a deeply relational culture
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Visits to the School

Prospective candidates are strongly encouraged to visit Longcause Community Special School prior to application. Visits can be arranged by contacting:

Molly Holt

HR Lead | Clerk to Governors

mholt@longcause.plymouth.sch.uk

01752 336881

How to Apply

Please visit our website to access the application pack and further information:

<https://www.longcausespecialschool.com/>

Closing date for applications: 23rd February 2026, 9am

Interview dates: 2nd and 3rd March 2026

Safeguarding

Longcause Community Special School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful candidate will be subject to an Enhanced Disclosure and Barring Service (DBS) check and other relevant pre-employment checks.